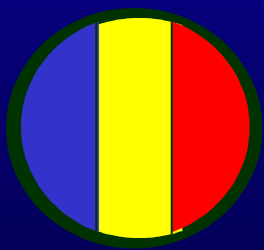
ETHICAL CONDUCT

TRADOC REG 350-12
&
TRADOC REG 350-6

CRITICAL INCIDENTS
TOPICS

- **TRAINEE ABUSE**
  - VERBAL
  - PHYSICAL
  - IMPROPER ASSOCIATION (SIT)
  - DEPRIVATION OF RIGHTS
- **BREACHES OF CADRE INTEGRITY**
- **SERIOUS INCIDENTS**
- **BARRACKS THEFTS**
- **SUICIDAL GESTURES / IDEATION**
- **PREVENTIVE MEASURES**



DEFINITIONS

CADRE

ALL PERMANENT OR TEMPORARY ASSIGNED PERSONNEL AND ALL GOVERNMENT OR CONTRACT EMPLOYED CIVILIAN PERSONNEL ASSIGNED TO OR WORKING WITHIN AN INSTALLATION OR LOCATION WHICH CONDUCTS IET. THIS DEFINITION IS NOT LIMITED TO PERSONNEL WITH DIRECT OR IMMEDIATE CONTACT WITH TRAINEE PERSONNEL IN THE PERFOMANCE OF OFFICIAL FUNCTIONS. IT INCORPORATES ALL PERSONNEL ASSIGNED TO THE INSTALLATION OR SCHOOL CONCERNED.

TRAINEE

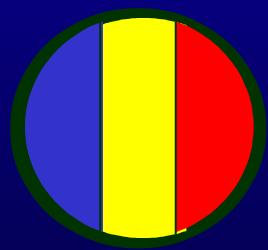
ALL PERSONNEL UNDERGOING IET (BCT, OSUT, & AIT) ALSO INCLUDED ARE THOSE IN PROCESSING AT THE RECEPTION STATION, AWAITING TRAINING IN FITNESS TRAINING UNITS, AND/OR THOSE WHO HAVE COMPLETED TRAINING AND REMAIN IN A HOLDOVER STATUS.

SIT BECOMES PERMANENT PARTY UPON SIGNING IN TO HIS/HER DUTY STATION!!!!!!

TRAINEE ABUSE
DEFINITION

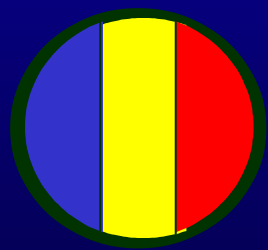
"AN ACT AGAINST A TRAINEE BY A CADRE MEMBER ON OR OFF THE INSTALLATION WHICH RESULTS IN:"

- ✓ VERBAL ABUSE
- ✓ PHYSICAL ABUSE
- ✓ SEXUAL ABUSE
- ✓ BLACKMAIL/EXTORTION
- ✓ MISCONDUCT



TRAINEE ABUSE
DEFINITION (CONT.)

"CONTACT OR SOCIALIZING BY CADRE PERSONNEL WITH ANY TRAINEE *WHICH IS NOT REQUIRED TO ACCOMPLISH THE TRAINING MISSION IS UNAUTHORIZED".*

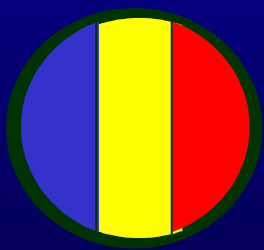


EXAMPLES OF VERBAL ABUSE

- ✓ **USING RACIAL OR ETHNIC SLURS TOWARD TRAINEES.**
- ✓ **CALLING NAMES**

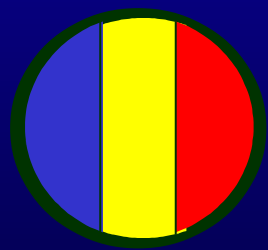
  IET SOLDIERS WILL BE ADDRESSED AS "SOLDIER", "PRIVATE", (APPROPRIATE RANK), OR BY LAST NAME

- ✓ **DEGRADING BY USE OF VULGAR, OBSCENE, OR PROFANE LANGUAGE.**
- ✓ **THREATENING NEGATIVE CONSEQUENCES.**



EXAMPLES OF VERBAL ABUSE (CONT.)

SUGGESTING THAT IT IS UNIT OR ARMY POLICY TO BUY FROM A PARTICULAR VENDOR, DO BUSINESS WITH ANY PARTICULAR SALES PERSON, ORGANIZATION OR ENTERPRISE OTHER THAN THOSE AUTHORIZED BY THE COMMAND, (IE. AAFES OR MWR).



PHYSICAL ABUSE

DEFINITION

PHYSICAL CONTACT WITH SOLDIERS FOR DISCIPLINARY OR OTHER REASONS EXCEPT WHERE SAFETY OF THE SOLDIER IS IN QUESTIONS:

- ✓ **HEAT EXHAUSTION**
- ✓ **PHYSICAL INJURY**
- ✓ **CORRECTIONS RELATED TO TRAINING**

CADRE WILL NOT BE REQUIRED TO ASK THE SOLDIER'S PERMISSION TO MAKE NECESSARY CORRECTIONS!!!!!!!

EXAMPLES OF PHYSICAL ABUSE

- ✓ EMPLOY PHYSICAL EXERCISE FOR CORRECTIVE ACTION

"ONLY DRILL SGTS, NCO INSTRUCTORS, & THE SOLDIER'S IMMEDIATE CHAIN-OF-COMMAND ARE AUTHORIZED…WITHIN THE LIMITS OF THE SOLDIER'S PROFILE"

- ✓ REQUIRING TO LOW CRAWL THROUGH MUD, WATER, SNOW OR ANY OTHER FORMATION, DRILL OR EXERCISE NOT REASONABLY REQUIRED FOR TRAINING

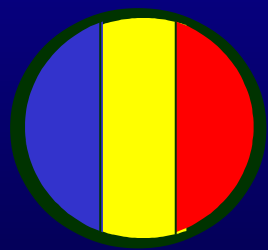
- ✓ TOUCHING SOLDIERS FOR REASONS NOT REQUIRED TO ACCOMPLISH THE MISSION

- ✓ PERMITTING OR INVITING TO ENTER A POV

- ✓ ENTERING SLEEPING OR LIVING AREAS OF THE OPPOSITE GENDER UNLESS AUTHORIZED

IMPROPER ASSOCIATION

"ANY ACTUAL OR ATTEMPTED PERSONAL RELATIONSHIP, ASSOCIATION, CONTACT OR SOCIALIZING BETWEEN ANY PERMANENT PARTY SOLDIER OR CIVILIAN EMPLOYEE WITH ANY *SOLDIER-IN-TRAINING, RECEPTEE OR HOLDOVER, ON OR OFF POST, THAT IS NOT REQUIRED TO ACCOMPLISH THE TRAINING MISSION.*"



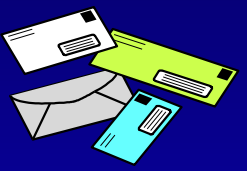
IMPROPER ASSOCIATION
(CONT.)

THIS INCLUDES BUT IS NOT LIMITED TO:

- ✔ GAMBLING OR WAGERING
- ✔ TOUCHING OF A SEXUAL NATURE
- ✔ USING SEXUALLY EXPLICIT, SUGGESTIVE LANGUAGE
- ✔ CEPTING OR PROVIDING GIFTS OR FAVORS
- ✔ LOANING OR BORROWING MONEY
- ✔ DRINKING OR PROVIDING ALCOHOLIC BEVERAGES

- ✔ DANCING
- ✔ OFFERING A RIDE IN A POV

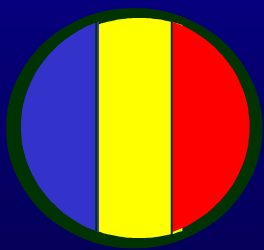
DEPRIVATION OF RIGHTS



- ✔ WITHHOLDING MAIL
- ✔ NOT ALLOWING TO EAT
- ✔ NOT ALLOWING TO SLEEP
- ✔ DENYING MEDICAL ATTENTION
- ✔ DENYING CHURCH PRIVILEGES
- ✔ DENYING THE RIGHT TO SEE THE IG
- ✔ DENYING THE RIGHT TO USE THE CHAIN-OF-COMMAND

BREACHES OF CADRE INTEGRITY

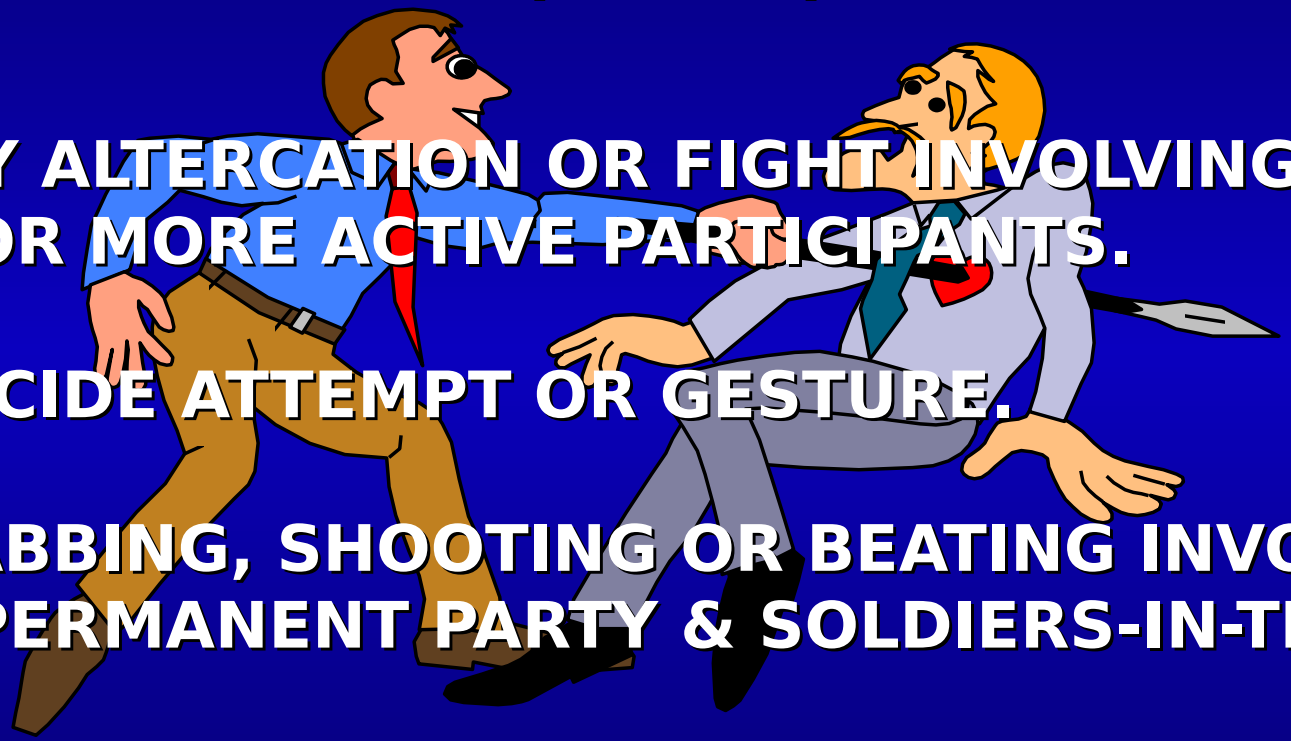
- PT TEST
- BRM/WEAPONS QUALIFICATION
- HAND GRENADES QUALIFICATION
- PHASE TESTING



SERIOUS INCIDENTS

- LOSS OF LIFE OR SERIOUS INJURY.
- TRAINING ACCIDENTS RESULTING IN HOSPITALIZATION.
- MISSING PERSON (FOUL PLAY SUSPECTED).
- MISSING OR FOUND WEAPON OR MUNITIONS.
- ALLEGATIONS OF RAPE.

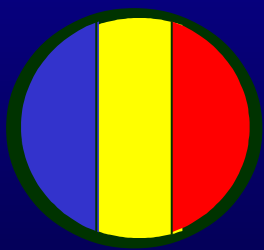
SERIOUS INCIDENTS (CONT.)



- ANY ALTERCATION OR FIGHT INVOLVING TWO OR MORE ACTIVE PARTICIPANTS.
- SUICIDE ATTEMPT OR GESTURE.
- STABBING, SHOOTING OR BEATING INVOLVING PERMANENT PARTY & SOLDIERS-IN-TRAINING.

BARRACKS THEFT

- ✔ HIGH DOLLAR ITEM SHEETS
- ✔ WALL LOCKER(S) BROKEN INTO/ UNSECURED
- ✔ AMNESTY HEALTH AND WELFARE



SUICIDE GESTURES AND IDEATION

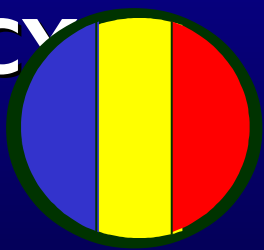
- ✔ TREAT AS A SERIOUS INCIDENT
- ✔ REPORT IT IMMEDIATELY
- ✔ MAINTAIN POSITIVE CONTROL OF SOLDIER

DURING DUTY HOURS

- ✔ TAKE TO COMMUNITY MENTAL HEALTH

AFTER DUTY HOURS

- ✔ TAKE TO THE HOSPITAL EMERGENCY ROOM



Tobacco Cessation

A former DS who was relieved of his duties for improper association (2 years prior), is now working at the confidence course. A detail was dropped off at the confidence course. SIT's are impressed with range cadre, he is HOOAH in their eyes, he is telling them about his combat experience. During his briefing to the soldiers he is constantly playing with a knife and a pack of cigarettes. Range Cadre offers a cigarette to a female SIT but then changes his mind. He keeps offering cigarettes to the same female SIT. He tells the female SIT to meet him a "Porter Potty #22". Her female buddy advises her not to do it, but it does not convince her. Once the female SIT is inside the "Potty" the NCO gives her a cigarette. NCO states he has to use the "Potty" and tells the SIT to stand by the door. SIT get nervous and tell the NCO that she wants to leave, he turns around and places her hand on his "Penis" and he ejaculates all over her field jacket. He threatens the soldier, and she keeps quiet. SIT calls her mom, and tells her what happen. CID investigates, and examines "Field Jacket". CID also finds out that every time NCO's wife is pregnant he committs an improper association.

OUTCOME: NCO IS COURT MARTIALED, SERVES TIME & RECEIVES BAD CONDUCT DISCHARGE

Socializing with Soldiers

Pharmacist (M) from MACH meets a SIT (M), he notices the SIT has a peculiar accent and starts a conversation. They realized that they are from the same home town, played in the same band in different time frames. The SIT makes the comment to the Pharmacist about not being able to play his saxaphone. The pharmacist owns a saxaphone so he offers to lend him the saxaphone. A couple of weeks pass by and the pharmacist notices that the SIT has not made contact with him. So the pharmacist calls his unit, and finds out that the SIT pawned his saxaphone and went AWOL. The pharmacist calls the MP's and report his missing saxophone. An investigation was conducted.

Outcome: Pharmacist was charged with improper associatio
received a Letter of Concern. And he spent $300.00 to get h
saxaphone out of the Pawn Shop.

The End of Cycle Gift

Situation: SSG V was a great AIT Instructor and his soldiers really l
to him. Soldiers were impressed with the display of Plaques that pre
Classes had presented to him. At the end of the cycle, his class pres
him with a framed print that they had picked up from the Patton Mus
cost of the print and frame was around $100 dollars. SSG V really lik
gift. In fact, the soldiers got the idea of the gift when SSG V had tak
the Patton Museum as part of the Values Training. While at the muse
had commented to his soldiers that he really liked the prints they sol
in the museum gift shop.

OUTCOME: SSG V was counseled by his chain of comman
SSG V understood that his actions were perceived incorre

Pitching Mail

Situation: Drill Sergeant R is an IET Drill Sergeant who was handing out mail to his soldiers. Drill Sergeant R had over 50 soldiers in his platoon and a very large bag of mail to distribute in only a few minutes before dinner. To speed things up, as a soldier came forward to pick-up his mail, Drill Sergeant R would throw the mail at the soldier and then proceed with calling out the next soldier's name. Additionally, for soldiers who received more than 5 pieces of mail a day, Drill Sergeant R would drop them for push-ups. Drill Sergeant R did not have a Mail Handlers Card.

OUTCOME: HANDLING OF POSTAL MAIL IS GOVERNED BY FEDERAL LAWS….DS WAS REMOVED FROM THE DS PROGRAM CID CONDUCTED AN INVESTIGATION RESULTING IN CO CDR, 1SG, & XO RELIEVED.

Pitching Mail

Discussion Topics:

1. Is this the proper way to distribute mail to soldiers?
2. Can you place limitations on the amount of mail a soldier can receive?
3. Can you have soldiers perform exercises in order to receive their mail?
4. Is this a case of soldier abuse?
5. Knowing time was limited before dinner, what are some othe options for distributing mail?
6. How could this situation have been prevented?

The Big Fight!

Situation: Drill Sergeant S caught PVT Davis and PVT Jones fighting in the barracks. This was the 5th week of training and the 3rd time that Drill Sergeant S had broken up a fight between these two soldiers. Drill Sergeant S had had enough, he was going to get this issue settled once and for all. Drill Sergeant S called together all his soldiers and asked the soldiers to form a circle around PVT Davis and PVT Jones. Drill Sergeant S then instructed the two soldiers to begin fighting. Drill Sergeant S reasoned that this was good corrective training for his soldiers, in fact this was the way problems were settled when he came in the Army.

OUTCOME: DRILL SERGEANT S RECEIVED A LETTER OF REPRIMAND WHICH WAS POSTED IN HIS OMPF.

The Big Fight!

Discussion Topics:

1. Is Drill Sergeant S violating Army/TRADOC policy by allowin the soldiers to fight?

2. Is this soldier abuse? If so, why?

3. If either soldier was hurt in the fight, who would be respons

4. Discuss different ways you would settle a fight and what oth courses of action could have been taken to seek a solution t this situation.

Words of Encouragement_

Situation: Company B was administering their final Army Physical

Test (APFT) for their soldiers. Drill Sergeant A overheard one of th

Drill Sergeants encouraging his soldiers with phrases like:

"PVT, if you don't run faster then your a p@#@!"
"Get your n@#$#%@ ass moving"
"If that's the way they run in Haiti, remind me never to visit there
"B!@#$, if you don't run faster, I'm going to kick your ass"
"You piece of s@#$, you better start running"
"Hey maggot, pick up the pace"
"Scum Bag, what is your problem"
"You, sack of s@#$"

Words of Encouragement

Discussion Topics:

1. How effective do you feel the Drill Sergeant's words of encouragement are?

2. Is this an example of soldier abuse? If so, why?

3. What is appropriate language when communicating to soldiers?

4. What is abuse language?

5. What responsibility does Drill Sergeant A have in this situation?

6. Discuss what action DS B should take.

7. What action should the command take?

Disrespect

Situation:

1. **Drill Sergeant D had a soldier tell him to "F@#$ Off" and "Go F@#$ yourself"**
2. **Drill Sergeant E had a soldier refuse to train and wouldn't get out of his bed.**
3. **Drill Sergeant F had a soldier quit during a PT run and sit in the middle of the road.**
4. **Drill Sergeant G had a soldier roll his eyes at him and walk away from him**

while the Drill Sergeant was talking to him.

Fire Guard Duty

Situation: It was 0200 and PVT Smith had just completed his fire gu

In accordance with company policy, PVT Smith notified PVT Jones wh

on the next fire guard shift. Unfortunately, PVT Jones rolled over an

back to sleep. Drill Sergeant X who had Charge of Quarters Duty tha

noticed that PVT Jones was not at his post. Upset with the situation

decided to wake-up all the soldiers in the barracks and had them in f

outside of the barracks. While outside, Drill Sergeant X decided to c

motivational training by dropping everyone for push-ups.

Was it within DS X authority to conduct a company formation
result of a Fire Guard missing from his post?

What other courses of action DS X could have taken to correc
situation?

Classroom Disturbance

Situation: Mr. J is a civilian instructor for Initial Entry Training. During a training session, one of Mr. J's soldiers talked back to him in a disrespectful manner. Mr. J had previously had problems with this soldier and decided to make an example of him in front of the other soldiers. Mr. J approached the soldier and grabbed him by the left ear and pulled him to the front of the class. Mr. J then required the soldier to do push-ups with the entire class counting out the repetitions. Finally, once the soldier had

Classroom Disturbance

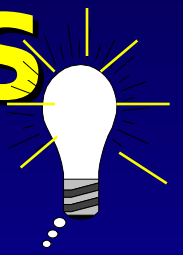
Discussion Topics:

1. Does Mr. J have the authority to drop the soldier for push-ups
2. Is this an example of soldier abuse?
3. Discuss the different courses of action Mr. J could have taken w soldier.
4. Discuss approaches/methods for disciplining soldiers who are disrespectful.

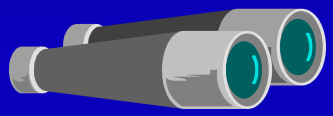
BOTTOM LINE

PREVENTIVE MEASURES

COMPANY LEVEL



- ✔ OBSERVE UNIT DISCIPLINE…
- ✔ WATCH FOR CADRE STAYING LATE (NO REASON)



- ✔ NO VOLUNTEERS FOR DUTY (DA FORM 6 ROSTERS)
- ✔ KNOW YOUR SUBORDINATES AND THEIR FAMILIES